



On The Road

TRADE SHOWS & CONVENTIONS

GREMLIN and NOVAL representatives attended a total of four trade shows and conventions last month.

C. Malcolm Bains and GREMLIN Girls, Michele Anderson and Sabrina Osment traveled to the National Automatic Merchandising Association's convention held in New Orleans, October 13. There, the GREMLIN trio received overwhelming response from operators who played DEPTHCHARGE and TENPIN.

NOVAL President, Gerry Hansen, Programmer Bill Blewett, and Director of Research and Development, Lane Hauck, attended the Midwest Personal Computing show in Chicago, October 27. Gerry reported that two TV networks, NBC and CBS filmed the desk and later conducted interviews with NOVAL Distributors. The results of this show have already been seen, as orders pour in for the 760.

The AMOA (Association of Music Operators of America) convention, October 28 in Chicago proved very successful for GREMLIN, who received the most traffic of all exhibits through their booth during the show. Ray Foster, after reviewing the other booths at the show, concluded that the popularity of the GREMLIN booth was due to two factors. First, because the booth itself was attractive, and second, because the

DEPTHCHARGE sound effects were at maximum volume, which captivated Operators there. SAFARI, DEPTHCHARGE, and TENPIN were exhibited in the booth. The GREMLIN Girls were on hand to teach others how to play the games. Michele and Sabrina also acted as



President Frank Fogleman, Gremlin Girl Sabrina Osment, and C. Malcolm Bains at FAMA convention last month.

gracious hostesses for the GREMLIN Hospitality Suite.

NOVAL's TELEMATH was introduced to California math teachers and school administrators at the California Mathematics Council's annual conference in Anaheim October 28. Representatives for

NOVAL included programmers Murphy Bivens, Dave Evans, and George Kiss.

NOVAL was one of three booths which displayed computerized learning aids. Educators are just now beginning to realize the advantages of the electronic technology available today.

TELEMATH RESULTS REVEAL SUCCESS

TELEMATH first year test results were presented to the Board of Education November 3 by District Resource Teacher Vance Mills, Project Evaluator Grant

Behnke, and District Math Specialist, Dr. Don Hankins.

Fourth and fifth grade students from Linda Vista and Marvin Elementary Schools demonstrated TELEMATH to the Board. Board President, Rev. George Smith was beat in a "Drag Race" match against one student.

Test results indicated that students using the TELEMATH systems gained an average of two months learning time opposed to the students who did not use the systems.

Take The Day Off

GREMLIN will be closed November 24 and 25 in observance of Thanksgiving.

The plant will also be closed December 24 through January 1 for the Christmas Holidays.

FRANK-LY...

Last week, after lunching with some guests, I suggested we take a walk through Balboa Park to discuss business.

Walking through the park reminded me of a similar walk I had taken with a visitor from the Midwest 15 years ago. This visitor had heard about La Jolla Shores and proposed we get a sandwich and eat our lunch there.

At the Shores, I ran into an employee who had earlier called in ill. Later at the plant, I told him of the typewriter I had

purchased at the Convair Salvage Yard, which was missing one key. "What's one missing key out of 26," you might ask? Each key of the typewriter is designed to perform a specific, very necessary job and if each person isn't performing that job then the company suffers.

It takes the total sum of all employees to equal the successful company GREMLIN has become. To continue this success, we must all work together as the 26 keys of a typewriter.

Frank



Attending the November 3 Employee/Management Luncheon were (left to right) Les Brown, Susan Baker, John Cobb, Ronda McLehane, Rod Shannon, Jean Kirstein, Gerry Hansen, Wynema Breidenbach, Wade McClain, Gene Candelore, and Jan Arnell.



Attorney Ernest Borunda, recently appointed chairperson of Mid-Management meetings.

BORUNDA NAMED CHAIRPERSON

GREMLIN Corporate Attorney, Ernest Borunda, has been appointed Chairperson of the Mid-Management Meetings.

Borunda's primary responsibility as Chairperson is to facilitate communication between all levels of Management.

Mid-Management Meetings are held as trouble shooting sessions facilitating the transfer of information. "Problems are brought up, persons are designated to solve the problems, and the following week a follow-up is presented with the problem hopefully resolved," Borunda explained.

All employees of the Mid-Management level attend these meetings every Thursday morning at 8:15 a.m.

Hobby Shop Meets

The Hobby Shop will hold their first meeting Monday, November 21 at 6:30 p.m. in the Lunch Room.

Ideas for projects will be discussed, and an explanation of the rules will be given.

Questions or inquiries concerning the Hobby Shop should be directed to Steve Fay or Jim Nemeth at extension 228.

Mail Room Service

There are two mail delivery times every day, one at approximately 9:30 a.m., the other at 2:00 p.m. Times will vary slightly due to the amount of mail to be delivered. Mail to be picked up after 2:00 should be delivered to the mail room individually.

Individuals who wish to mail letters or packages can do so in the mail room, located west of the main lobby. Postage must be paid to Penny Hyde.

The postage meter is locked at 4:30 p.m., no mail will be stamped after that time.

SAFETY GUIDELINES

Although eliminating unsafe conditions is an important part of any safety program, experience has proven that most accidents are caused by human, not mechanical failures. This means that making GREMLIN a safe place to work is every employee's concern and responsibility.

The following guidelines have been established by the Safety Committee for both personal and plant safety.

Personal Safety

- 1. Walk, don't run.** Running anywhere on Company property (including parking lots) is not allowed. This applies to anytime you are on Company property.
- 2. Lift properly.** Bend your knees and lift with your arm and leg muscles, keeping your back straight. If the load gets too heavy, ask for help.
- 3. Use right tool for the job.** Do not use tools, equipment, or facilities for purposes other than those for which they were designed.
- 4. Report every injury immediately.** All injuries, no matter how minor, must be reported to your immediate

supervisor.

- 5. Know your limitations.** Do not attempt to work if you are ill or limited by injury. Report to your immediate supervisor.
- 6. Horseplay** is not allowed at any time on Company property.

Plant Safety

- 1. Be a good housekeeper.** Maintain a neat and orderly plant. Good house-keeping is essential to a safe and efficient operation. Dispose of rubbish in the proper container. Always put tools in a safe place, never leave them loose on machinery.
- 2. Report dangers.** Report all dangerous conditions or equipment to your immediate supervisor. No employee is required to work under unsafe conditions.
- 3. Be prepared for fire.** Keep fire doors and aisles clear and accessible at all times.
- 4. Observe all NO SMOKING signs.** Do not smoke or carry lighted cigarettes, cigars, pipes, matches, etc., into any area or room posted with NO SMOKING signs.

GETTING TO KNOW YOU...



Supervising NOVAL Production line is Arnold Magruda.

"The Quality Control Department is responsible for the maintenance of all quality within GREMLIN. Quality of in-house workmanship, in-coming supplier products, and out-going products are carefully monitored," explained GREMLIN Quality Control Manager, Hugh Hartley in a recent interview.

As Manager, Hugh depends on the work of Q.C. Supervisor Arnold Madruga, Group Leader Dee Reenan, Inspectors: Robbie Sharpe, Gerry Downing, Georgia Kinkead, and Wade McClain, to help him carry out a thorough, successful program of quality control.

"Quality control inspection is done to insure that a product, when assembled meets drawing requirements and specifications, and, when a vendor is involved, purchase order requirements," Hugh said.

Arnold Madruga supervises and oversees the work done by the video final assembly production line, the NOVAL final assembly line, and the Receiving Inspector, Wade McClain. Arnold essentially checks the quality maintained on the ground floor of the GREMLIN building.

Inspection of every item, (including all components which comprise a game product), before the material is put into stock, is done by Wade, as Receiving Inspector, in the Shipping/Receiving area.

Group Leader Dee Reenan, Robbie Sharpe, Gerry Downing, and Georgia Kinkead, are responsible for the inspection of all in-process assemblies, as well as the wall game final assembly line, located on the top floor of GREMLIN. In-process assemblies include: cable, small mechanical, and printed circuit boards.

After all other final operations have been completed, each game is played



QUALITY CONTROL DEPARTMENT — (left to right) Supervisor Arnold Magruda, Georgia Kinkead, Wade McClain, Gerry Downing, Group Leader Dee Reenan, Robbie Sharpe, Manager Hugh Hartley.



Dee Reenan checks printed circuit board inspected by Gerry Downing.

through once before it is shipped. With this kind of extensive testing and inspection, GREMLIN employees can feel proud and confident that each game leaving the plant is the best.

Upcoming Open House

GREMLIN will hold an Open House for employees and their families Sunday, December 18 from 2 to 4 p.m.

The Open House will give employees the opportunity to share with their families the job they do, and the resulting products of that job.

President Frank Fogleman has learned that last year's guest, Mr. Santa Claus, will return for the event.

All departments and offices will be open for inspection. Refreshments will be served.

CANDLES ON THE CAKE

November

Sue Drake	11-5
Jerry Hamilton	11-8
Dianna Barr	11-14
John Cobb	11-15
Suzanne Swenson	11-15
Cat Thomas	11-19
Jean Kirstein	11-25
Gene Candelore	11-26

December

Jim Nemeth	12-8
Don Kammerzell	12-11
Georgia Kinkead	12-12
Lee Liptak	12-15
Joe Hurst	12-22

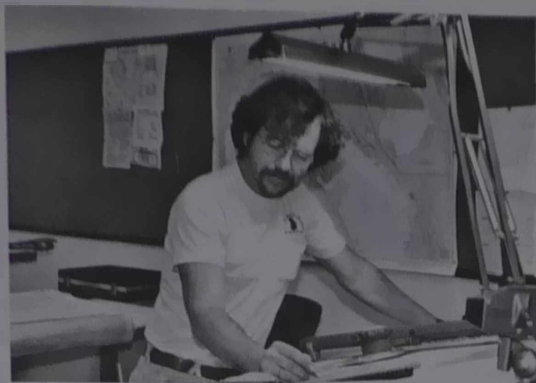
GREMLIN ANNIVERSARIES

2 Years

Hugh Hartley	11-24-75
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1 Year

Dianna Barr	12-15-76
Thomas Borg	11-01-76
Geraldine Downey	12-01-76
Anna Iadevaia	12-06-76
Georgia Kinkead	12-15-76
Alex McKay	12-07-76
Irma McKenna	11-22-76
Leland Putt	12-08-76
Rodney Shannon	11-03-76
Joyce Stratton	12-03-76
Katherine Tierce	12-09-76
Michael Wakeing	12-13-76



Bob San Clemente, a NOVAL employee, is SHOP TALK's cartoonist this month.



PRODUCTION UPDATE

by Gene Candelore

In August you were informed of the status of GREMLIN and our Production plans for the future. You were asked to contribute a little extra so we could meet our sales forecast so that by November we would see a substantial increase in production. We fell short of our 3 month goal by approximately 10% but this was due to parts shortages and not your efforts. I want to express my appreciation for those efforts and again ask for that little added thought to insure we meet our goals for the next 3 months.

As promised, we have had a substantial increase in our Sales Forecast and even with the hiring of new personnel it is going to be a challenge to meet our goals and keep our quality up, but I am confident it is a challenge we are capable of meeting.

Our new products have been well received, and from reports I have had from the Trade Shows, the consensus is that GREMLIN is a manufacturer of top quality products. This is a tribute to each of you — and reflects the pride each of you have in your work and in GREMLIN.



Receptionist Joyce Langsett celebrated her 29th birthday October 28.

New Supplies Procedure

Corporate Standard Procedure #500-12, "Operating Supplies Acquisition," should be understood and followed by all departments.

This procedure has been established to provide a better organized, more efficient system of obtaining frequently used office supplies.

Office supplies of high usage will be stocked for direct requisitioning in the Office Supply Room, located West of the ground floor Lobby. Supply Room window service hours are from 10:30 to 11:30 on working days. Requisitions will be accepted after 11:30 with deliveries the next day.

Included with the procedure, is a catalog of commonly used supplies. These supplies will be stocked, and should be ordered in accordance with identification numbers prescribed in the catalog. Supplies not listed in the catalog can be obtained but should be requested on a separate Purchase Requisition.

According to the procedure, a department "supplies monitor" should prepare a Purchase Requisition for the Supply Room. Any departments presently stocking an excess of one weeks supplies should turn them into the Supply Room. The department's budget will be credited for the excess supplies.

BAKED GREMLINS

President Frank Fogleman recently discovered a recipe for "Gremlin Bars" on a box of Del Monte raisins. He has suggested a "Gremlin Bake-Off" be held, featuring variations of the Del Monte recipe, to determine who makes the best Gremlin Bars.

The Bake-Off will be held Wednesday, November 23 at 3:30 p.m. in the lunch room. Four judges will award prizes for the top three Gremlin bar recipes.

A minimum of one dozen 2"x2" bars must be submitted. Identification of the variation(s) used must accompany the entry. Any Gremlin employee or family member may participate in the Bake-Off.

GREMLIN BARS

- 1 cup margarine or butter (softened)
- $\frac{3}{4}$ cup sugar
- 4 eggs, separated
- $1\frac{1}{2}$ cups sifted flour
- 1 tsp. grated lemon rind
- 1 cup sugar
- 1 cup Del Monte golden seedless raisins
- $\frac{3}{4}$ cup chopped walnuts
- 1 tsp. lemon juice

Cream margarine and $\frac{3}{4}$ cup sugar. Add egg yolks. Beat until light and fluffy. Stir in flour and lemon rind; mix until smooth. Spread evenly in ungreased 13x9-inch pan. Bake at 350° F., 25 minutes or until golden brown. Cool slightly; cut into bars. Makes 28 bars.